

House File 10

HOUSE FILE _____
BY ABDUL-SAMAD

Passed House, Date _____ Passed Senate, Date _____
Vote: Ayes _____ Nays _____ Vote: Ayes _____ Nays _____
Approved _____

A BILL FOR

1 An Act relating to employees who are breast=feeding.
2 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:
3 TLSB 1184HH 83
4 ak/nh/14

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1 1 Section 1. Section 91.5, Code 2009, is amended to read as
1 2 follows:
1 3 91.5 OTHER DUTIES == JURISDICTION IN GENERAL.
1 4 The commissioner shall have jurisdiction and it shall be
1 5 the commissioner's duty to supervise the enforcement of:
1 6 1. All laws relating to safety appliances and inspection
1 7 thereof and health conditions in manufacturing and mercantile
1 8 establishments, workshops, machine shops, other industrial
1 9 concerns within the commissioner's jurisdiction and sanitation
1 10 and shelter for railway employees.
1 11 2. All laws of the state relating to child labor.
1 12 3. All laws relating to employment agencies.
1 13 4. All laws relating to issues of breast=feeding in the
1 14 workplace.

1 15 ~~4.~~ 5. Such other provisions of law as are now or shall
1 16 hereafter be within the commissioner's jurisdiction.
1 17 Sec. 2. NEW SECTION. 91F.1 BREAST=FEEDING AT WORK.
1 18 1. An employer shall provide reasonable unpaid break time
1 19 each day to an employee who needs to express breast milk or
1 20 breast=feed a child. The break time shall, if possible, run
1 21 concurrently with any break time already provided to the
1 22 employee. An employer is not required to provide break time
1 23 under this section if to do so would unduly disrupt the
1 24 operations of the employer.
1 25 2. The employer shall make reasonable efforts to provide a
1 26 room or other location, other than a toilet stall, in close
1 27 proximity to the work area where the employee can express the
1 28 breast milk or breast=feed in privacy.
1 29 3. For the purposes of this section, "employer" means a
1 30 person who employs one or more employees.

1 31 EXPLANATION
1 32 This bill places the enforcement of laws concerning nursing
1 33 mothers in the workplace under the auspices of the labor
1 34 commissioner.

1 35 The bill requires that an employer provide reasonable daily
2 1 unpaid break time to an employee who needs to express breast
2 2 milk or breast=feed a child. The break shall be the same
2 3 break if one is already given to the employee. An employer is
2 4 not required to provide a break if doing so would unduly
2 5 disrupt the employer's work operations.

2 6 The bill also requires that the employer make reasonable
2 7 efforts to provide a room or other location, other than a
2 8 toilet stall, in close proximity to the work area for the
2 9 employee to express breast milk or breast=feed in privacy.

2 10 For the purposes of the bill, an employer is defined as a
2 11 person who employs one or more employees.

2 12 LSB 1184HH 83

2 13 ak/nh/14